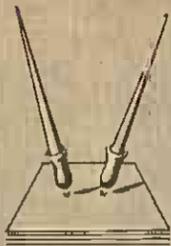




WHITE

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NOVEMBER, 1959

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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New Labor Law

IT is almost two months since President Eisenhower signed into law the measure known as the Labor-Management Reporting and Disclosure Act of 1959.

Since its passage, representatives of the AFL-CIO have been meeting with U. S. Department of Labor officials for purposes of ascertaining the intent behind the numerous confusing provisions of this vicious legislation. As of the time this column was written, representatives of the United States Department of Labor are as confused as we are insofar as many features of this Act are concerned. Until rules and regulations are printed, it is doubtful that most labor organizations can comply with the vague wording of a bad law.

In the October edition of "White Collar," our International Union went to considerable expense to comply with Section 105 of the Act, which states in its entirety: "Every labor organization shall inform its members concerning the provisions of this Act." As far as we could ascertain no one in authority knew what this provision meant. In order to be on the safe side, we printed a special 8-page edition of "White Collar" and forwarded the entire act to the membership of the Office Employees International Union. In this way, we discharged the International Union's obligation and also the obligation of each of our Local Unions in the United States.

Because of the lack of clarification, we have made arrangements to have our Secretary-Treasurer forward a copy of this special edition of "White Collar" to each new member of our International Union. This involves considerable additional expense.

This is the first time in our memory that a law required that the segment of the economy affected inform individuals concerned of the provisions of the law. Laws affecting publicly owned corporations can be changed yearly in Congress without any such requirement. Labor has been singled out for this most unusual, expensive responsibility.

In the event of an election, those desiring to run for office in a Local Union will now have the right of examining the mailing lists of that organization within thirty days prior to such election. This means that Communists, racketeers, or other undesirable elements can simply, through becoming a candidate for a Local Union office, obtain the names and addresses of such membership. Disreputable people may sell these lists for profit. Communists may use these lists for purposes of gaining control of the organization or subversion.

This same responsibility is not true of corporations. In other words, if an individual is a stockholder of a corporation and desires to be a candidate for the Board of Directors for that corporation, he does not have the right to inspect the lists of stockholders and is forced to go to tremendous expense to obtain proxies through professional organizations. In other words, corporations are not required to have secret ballot elections but they can use the age old system of proxy voting which continues officials in power, interminably.

Again, labor has been singled out for a most unusual legal provision thus depriving members of the rights of privacy. An employer, through the use of irresponsible candidates for office,

(Continued on page 4)

Northeastern Group Discusses Labor Bill

At the most recent meeting of the Northeastern Organizational Conference, OEIU Assistant General Counsel Walter Collier explained the new Labor-Management Reporting and Disclosure Act. After his explanation, several hours of discussion were held in which he answered the questions of the delegates. It was the consensus of opinion of the Conference that, to say the least, this new bill will be a tremendous burden on the officers of Local Unions.

Attorney Collier announced that the International Union will forward to all of its Local Unions as soon as they become available the forms and rules and regulations promulgated by the Secretary-Treasurer.

The Conference also had four work shops including Local Union organizational activities led by Vice President Wallace which emphasized the activities of Local members as a complement to activities of the full time staff of a Conference. The group on publicity, led by Organizer Manning considered why the need for publicity; how to obtain publicity; how to write publicity; and, what publicity to obtain. Delegate Cohan of Local 153 led the work shop on membership which studied how to communicate with the membership; what should be done with new members; and, how to develop leadership from the membership. Vice President Juliano was the leader of the study group on membership meetings. This committee made an evaluation of what the purpose is of Union meetings; how these purposes can be better accomplished; and, what tools are available to create better meetings.

The delegates to the Conference also took action to make future Conferences of two days duration in order to expand the educational and organizational activities.

All Locals Invited To Board Meeting

In view of the complexities of the Labor-Management Reporting and Disclosure Act of 1959, President Coughlin has issued an invitation to all OEIU Local Unions to be present at open sessions of the Executive Board on December 8 and 9, 1959, at the Carillon Hotel in Miami, Fla.

General Counsel Finley and Associate Counsel Walter M. Collier will be present to advise the International Union and representatives of our Locals as to the requirements and rights under the new law.

Panel Discussant



John B. Kinnick, Vice President of the Office Employees' International Union and President of Local 29, Oakland, Calif., took labor's part in San Francisco, October 27 in a panel discussion on "Personnel Practices and Problems in the Space Age." The discussion was a vital part of the 1959 Conference and Office Equipment Show of the National Office Management Association.

Western Conference Has Fine Session

The Western Organizational Conference was held at the Sir Francis Drake Hotel in San Francisco during the time that the AFL-CIO Convention was in session in that city.

An excellent agenda was prepared by Burnell Phillips, Chairman of the Conference, which evoked much discussion and participation on the part of the assembled delegates.

J. Howard Hicks, secretary-treasurer of the OEIU, led a discussion in his role as secretary-treasurer and his contact with local unions. He highlighted the fact that the International Union is interested in expediting the work of the local union secretary-treasurers, and has encouraged many time-saving devices towards this end. He asked for suggestions designed to help the local union officers.

President Coughlin presented an organizational report and highlighted the new labor law and its effect on the OEIU. Delegates in attendance asked many questions concerning this law, which indicated their concern.

Vice-President John Kinnick led a discussion on "How to make union membership meetings more interesting."

Many ideas were put forward, such as meetings every second month, elimination of outdated procedures, providing mimeographed minutes of previous meetings, and ideas designed to speed up the tempo of meetings. Fines for non-attendance or rebates of a portion of dues for attendance at meetings were also proposed. It was also recommended to the Conference that Local Union Executive Board be empowered as the disbursement officer of the union subject to reporting to the membership, thus eliminating duplicating

(Continued on page 3)

Western Conference Has Interesting Agenda



Delegates and guests at the Western Organizational Conference held in September in San Francisco. Standing from left are OEIU Secretary-Treasurer J. Howard Hicks, retiring Conference Secretary-Treasurer Leah Newberry, retiring Conference President Burnell Phillips, and OEIU President Howard Coughlin.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Steel Injunction

PRESIDENT EISENHOWER, after an extended steel strike, obtained a Taft-Hartley injunction which forced the steelworkers back to work under management terms.

It is unfortunate that the President waited until the industry had exhausted its tremendous inventories before exercising his powers under the Taft-Hartley Act. If the President had invoked the law which calls for an 80-day cooling off period at the beginning of the strike, his action would have been recognized by all concerned as impartial. In this instance, however, he waited until the companies were hurt before he asked the courts for an injunction. The fact that the workers were out more than 100 days did not seem to bother him at all.

Doctor George W. Taylor, the Chairman of the President's Board of Inquiry, said he saw no magic in the limits the industry has set on how much of its record profits it can share with its workers. Dr. Taylor also stated that the industry's arguments on its demands for changing working rules left him unconvinced. The steel industry, he stated, already enjoys much more freedom than most employers to introduce labor-saving machinery and the industry ought to give more attention to the human problems involved in uprooting old practices.

The President's action in this instance contrasted sharply with President Truman's who, in a similar situation, attacked the industry for its record profits and its refusal to share those profits with the workers who help to produce this wealth. The steel industry, today, is reaping all time record high profits but taking the position that a wage increase would be inflationary.

It is amazing, too, that the newspapers of the country, dependent on corporation advertising, insists on trying to sell this worn out argument to its readers.

Foreign Steel Competition

WE, in this country, hear much from the steel industry that the wages paid American labor are pricing American steel companies out of foreign markets.

Let's look at some contrasting arguments.

Harry Douglass, General Secretary of the British Iron and Steel Trades Confederation states: "Labor costs are not cheaper in Europe." Mr. Douglass further stated that the American steel industry is favored by natural advantages and high productivity. He pointed out that iron ore in America is cheaper and of a higher quality than in Europe. American coal runs in thicker veins and close to the surface.

President W. J. Carron of the British Amalgamated Engineering Union adds to the picture through his statement that: "The British motor car industry is relying to a considerable extent on steel produced by American companies which these few companies claim is not competitive."

The International Metal Workers Federation commented: "American hourly wages are higher, but European fringe benefits, such as hospitalization, insurance, income guarantees, family care, pensions, vacations, holidays, and other time-off with pay, are superior to conditions in the United States."

Cost-of-Living

IN September, the cost-of-living again pushed its way upwards to 125.2. This represents an increase of .4 of a point, in the Labor Department's Consumer Price Index, from the August figure. This increase in the cost-of-living was made despite the Administration's tight money policy.

Through tight money, which is simply another name for making money more expensive to borrow, we have contributed to inflation instead of controlling it.

The new short term government bonds are bringing a return of 5 per cent to the banks and insurance companies who are able to purchase these short term obligations while adding additional burdens on the taxpayer and contributing to the profits of the bankers.

This policy continues the inflationary spiral while giving the taxpayers additional woes.

At the Erie Organizational Conference



ERIE ORGANIZATIONAL CONFERENCE OF THE OFFICE EMPLOYEES INTERNATIONAL UNION
FRANKLIN, PENNA. OCTOBER 9-10-11, 1959

Scenes from the Erie Organizational Conference held recently in Franklin, Pa. International President Howard Coughlin addressed the conference. Conference President John W. Richards presided, and James V. Lague, president of Local 352, directed the arrangements and welcomed the delegates. Among the speakers were Emil W. Steck, executive board member of the Buffalo AFL-CIO Central Labor Union and OEIU business representative in Buffalo; Thelma O'Dell, of Detroit, and Catherine M. Lewis, chairman of the negotiating committee for the Columbus, Ohio, local and secretary of the Labor and Religion Council of America.

13c Per Hour Added to Base Rates

Erie Conference Organizer Jim Sleeth announced the settlement of a contract between OEIU Local 186 and the Struthers Wells Company in Warren Pennsylvania.

As a result of negotiations conducted by a rank-and-file committee, headed by President Joyce Hill, along with members Sylvia Thompson, and Louise Perks, the contract was improved to provide a 6c increase across-the-board in addition to including a 7c cost-of-living adjustment into the base pay of all employees.

In addition to these monetary improvements, the insurance program was improved and the vacation clause was rewritten to guarantee that all employees will receive all holidays provided for in the contract.

Chicago Pneumatic Signs New Agreement

UTICA, N. Y.—In the agreement between OEIU Local 281 and the Chicago Pneumatic Tool Company in Utica, New York, a wage reopener clause has resulted in an increase of \$2.52 per week across-the-board and two additional half holidays, i.e., a half day before Christmas and a half day before New Year's.

The Negotiating Committee composed of Jane Rowe, President, Margaret Riley, Chief Steward, Gertrude Covey, Lillian Smith, Beth Nolan, and Marilyn Deal, assisted by Vice President Wallace, reported that the membership was well pleased with this settlement.

New Headquarters for Texas Local



At dedication ceremonies held on October 31 at Port Arthur, Tex., President Coughlin, Port Arthur Mayor C. R. Eisler, Rt. Rev. J. M. Kirwin and numerous representatives of the labor movement participated in tape-cutting ceremonies for a beautiful union headquarters recently erected by the membership of OEIU Local 66. OEIU representatives from Texas and Louisiana were in attendance.

J. O. Walker, president of Local 66, emphasized the pride of achievement of his Local Union in the erection of this building. He stated that the membership of Local 66 was interested not only in collective bargaining with the employers under contract to that organization, but had also engaged in community projects, including sponsorship of a Boy Scout troop and a Little League baseball team.

President Coughlin congratulated the officers and membership of Local 66 on behalf of the International.

Lawyer Tells of New Labor Act



(Story, page 1)

Delegates to the Northeastern Organizational Conference. In smaller photo, Attorney Walter M. Colleran is talking about the new labor bill. With him at head table are, from left, Edward Springman, Nicholas Juliano, Tom Flynn, Leo Wallace and H. B. Douglas.

Labor Day in Kankakee



Float of OEU Local 311 in the annual Kankakee, Ill. Labor Day Parade.

Maine Contract Has Many Improvements

At the renewal date of the original agreement between OEU Local 369 and the Eastern Paper Corporation in Brewer and Lincoln, Me., many improvements were obtained.

Among the benefits newly acquired were a wage increase retroactive to August 31st of 5½¢ an hour for the first 3 labor grades; 6½¢ an hour for grades 4 and 5; and, 7½¢ an hour for grades 6 and 7. The vacation clause was improved to provide one week's vacation for up to 6 months' service; two weeks' vacation after 6 months of service; 3 weeks after 10 years; and 4 weeks' vacation after 23 years of service.

Provisions were made in the new contract for increased wages when filling in on a higher rated job after a given period of time. The problem of temporary employees was studied and limits agreed upon for their use along with a provision which requires termination of substitute and temporary employees before any regular employees are laid off. In promotions employees are guaranteed a 5 per cent increase in pay or Labor Grade I of the next higher grade.

An inequities adjustment of 10¢ per hour was obtained for the classification of Jr. Technician. Eight (8) employees were classified upward in order to equalize their pay with comparable work. The bidding provisions were improved to provide for bidding rights based on seniority and qualifications with

unit-wide bumping rights in the event of layoff.

Employees required to work two hours or more overtime are to receive free meal tickets and all employees are guaranteed four hours' pay as a minimum call-in time.

Other fringe benefits included time off for deaths in the family; make-up pay for jury duty; life, hospitalization and accident insurance; and, the institution of a pension plan. The new sick leave provisions allow for up to 12 weeks' sick leave which may be extended in extenuating circumstances.

One of the outstanding clauses in the new agreement provides that members will be given preference in job changes resulting from technological improvements before anyone is hired from the outside.

The Negotiating Committee included President Andrew Verrow, V. P. Alex Weatherbee, Charlene Paradis, Majorie Miles, Lawrence Currier, and Galen Butterfield who were assisted by vice President Wallace.

**Attend
Your
Local Union
Meeting**

Canadian Corner

Conference Organizer Romeo Corbeil reports that petition for certification has been filed with the Quebec Labor Relations Board on behalf of the office employees of Christie Brown Ltd. in Montreal, the office employees of the Toronto branch of the company are organized in Local 131 in Toronto, Ontario.

The employees have already prepared a first agreement to be negotiated with the company; it is mainly based on the Local 131 agreement.

CONTRACT CAPSULE

Canadian Car Company and Local 57, Montreal (covers 200 employees). Contract renewed for two years. Union obtained that all employees must be members of the Union. Wage increases and readjustment representing \$30 per month. Automatic progression provisions with increases every four (4) months. New time and one-half rate for overtime work.

Some of the rates per month: Buyer Grade 1: \$370-\$400; Clerk Grade 1: \$370-\$410; Design Checker: \$425-\$465; Draftsman Grade 1: \$375-\$415; Inspector: \$325-\$360.

Negotiating for the Union: J. Tunney, J. Gagnon, L. Smith, W. Dawe and Roméo Corbeil, Organizer.

I.L.G.W.U. and Local 57 Contract for Three Years

Reduction of hours from 37½ to 35 with same take home pay.

Increases of \$4.00 per week first year, and \$2.50 per week second and third year.

Negotiating for the Union Misses Solange Lemay, C. Gaudet,

N. Frazer and Roméo Corbeil, Organizer.

New Group Organized

A first collective agreement for the office and clerical construction employees working for Pitt & Foley Co., Foundation Co. of Canada, Metis Construction Co., at the Cartier Mining project in Seven Island in Quebec provides for a twenty cents per hour increase over a two-year period. These newly organized clerical employees of this construction project are the first successful attempt for the OEU in that province to represent construction employees. Other campaigns are under way in this field. It is estimated over 100 employees will be covered by the OEU at construction peak.

Western Conference

(Continued from page 1)

powers of the Board and the membership.

Ben J. Cohan, secretary-treasurer of Local 153, who was in attendance as the guest at the AFL-CIO Convention, led a discussion on the "Value of Health and Welfare Plans and how to set them up." After Brother Cohan's initial presentation, a number of questions were asked and the subject received a great deal of attention.

A change in the policy of the Conference was effectuated whereby all future Western Organizational Conference meetings will be two-day sessions for purposes of educational value.

Phyllis Mitchell was unanimously elected President of the Conference after Burnell Phillips declared his intention of retiring from office. Don Camp was unanimously elected secretary-treasurer after nomination by retiring Secretary-Treasurer Leah Newberry.

Los Angeles was fixed as the site of the next Conference meeting.

Renew in Chattanooga

Chattanooga, Tenn.—Vice President Bloodworth reported the renewal of contract between OEU Local 179 and the U. S. Pipe and Foundry Company in Chattanooga, Tenn.

The results of these negotiations were an across-the-board increase of 3.3 per cent which amount to \$11 to \$14 per month.

The negotiating committee consisted of members of Local 179, headed by Kenneth Ballard, and was assisted by Vice President Bloodworth.

Vancouver Postscript



Joyce Webber atop the float of Local 378 in the Vancouver, B. C., Labor Day parade. "White Collar" ran a story of this parade last month but the above photo was left out due to space limitations.

Canadian Conference Elects New Officers



Delegates and guests at the recent Canadian Organizational Conference.

At a recent meeting of the Canadian Organizational Conference, the delegates elected Marcel Franco as president and Eric Bough as secretary-treasurer.

This meeting discussed ways and means of improving the effectiveness of the Conference. At future Conference meetings, local unions will submit written reports of the activities of their local union which

will be included in the minutes that are forwarded to all affiliated locals.

As evidence of the sincere desire of the delegates to the Organizational Conference to expand organizing activities, the delegates voted a voluntary 50 per cent increase in their contributions to the Conference. They took action to make the President of the Con-

ference responsible for reporting the activities in the Conference each month in "White Collar" through the Canadian Corner.

Through the enthusiasm displayed by the delegates to this Conference, there is no doubt that this will be one of the most successful Conferences in the International Union.

FROM THE PRESIDENT'S DESK

(Continued from page 1)

can also gain much information about the names and addresses of the membership of a Union.

Through the bonding requirements, we are forced by the law-making Congress of the United States to pay as much as 1500 to 2000 per cent more for individual bonds which give us no greater protection than the present blanket schedules now in effect. In addition, we are forced to bond our officers and those handling funds and property at not less than 10 per cent of the funds handled by such people during the preceding fiscal year with the one saving clause that the bond does not have to exceed \$500,000. For example, a bond which provides a \$1,000 worth of protection for a labor organization through a blanket schedule with a reputable bonding company costs approximately 35 cents per year. The individual bond now required under Section 502 of the new law will cost each labor organization a minimum of \$7.50 per year per thousand. In addition, anyone handling funds or property including shop stewards must be bonded. At the present time, because of the demands of this new law, it is impossible to get a bonding company to perform this service immediately. Thus, practically every labor organization in the United States is presently in violation of this provision of the Act.

Again, we repeat, there is no such requirement on responsible officers of publicly owned corporations in this country. In other words, anti-labor legislators in the halls of Congress took this opportunity to effect more punitive measures against labor organizations, thus causing them to increase their costs considerably.

While we have picked out only a few of the many ridiculous provisions of this law, needless to say, the Act is replete with this type of provision.

Section 504 of the Act provides that members of the Communist Party and those who have been convicted of certain crimes within the past five years cannot serve a labor organization in any capacity exclusive of clerical or custodian duties. While one might well understand this provision of the law, it turns out that it is so poorly written that the International Longshoremen's and Warehousemen's Union on the West Coast, headed by Harry Bridges, has refused to name members of the Communist Party who are serving in official capacities after being requested to do so by the Secretary of Labor. In other words, the Secretary of Labor interprets the Act to mean that such organizations will be required to name these individuals. It would now appear that it is the duty of the government to investigate and bring such proceedings against any Union suspected of having Communists or ex-convicts in their employ.

However, there is no questioning the fact that the enemies of labor have inflicted grievous injury to the collective bargaining processes of labor organizations through restrictions against organizational picketing, secondary boycotts and hot cargo.

This after all was the intent of the makers of the law.

Plan Pays Big Hospital Bills

At least two members of Local 29, Oakland, Calif., really appreciate their union's health and welfare plan. For they have received

reimbursement for catastrophic hospital and medical bills during the last six months from the California Physicians' Service coverage of the Local 29 Health and Welfare Plan.

Case No. 1 involved the wife of a member who was seriously in-

New York's "Miss Union Maid"



A 21-year-old secretary, a member of the Office Employees International Union employed at the Jacob Ruppert Brewery, has been selected New York's "Miss Union Maid" for 1959 and will represent more than 1,500,000 members of the AFL-CIO in the greater New York area for the next year. Maryann Elizabeth Cinque was chosen "Miss Union Maid" from a field of 13 semi-finalists in the contest sponsored by the Union Label & Service Trades Council of Greater New York. Miss Cinque will receive a 3-week, all-expense-paid trip to Europe through the courtesy of the American Travel Association. Other gifts, already presented to the "Miss Union Maid," include a Remington typewriter, a Hamilton wristwatch, a Columbia diamond ring, and furniture, clothing and jewelry. She is shown above with Harry Avratin of Union Label & Service Trades, and Frank Ellis, president of Local 153.

Special Notice

In compliance with Title III of the Labor-Management Reporting and Disclosure Act of 1959, a report has been filed with the Secretary of Labor pertaining to the Trusteeship of Office Employees International Union, Local 42 in Detroit, Mich.

The information contained in this report, in accordance with Section 201 (c) of the LMR&D Act is available at the International Union office.

jured in an automobile accident. The patient was hospitalized for 54 days, requiring blood transfusions and surgery. Total hospital and doctor bills amounted to \$2,672.41 of which CPS paid \$2,550.67. The balance of \$121.74 was primarily for personal items not covered under the plan.

Case No. 2 involved the small child of a member who suffered near fatal burns. The child was hospitalized for 79 days and required extensive skin grafting. The hospital and doctor bills to date have amounted to \$4,088.85 which have been paid in full by CPS.

Salesmen Win New Benefits

New York, N. Y.—In negotiations for a new contract for the salesmen of the Hoffman Beverage Co., Management was adamant that it would give Local 153 members nothing in their new agreement. The Hoffman salesmen, irate at management's position, issued an ultimatum to the company that a signed agreement be executed by September 1, or they would take economic sanctions.

The company immediately responded and arranged a meeting, at which great progress was made, but not enough to insure a signed agreement. Another meeting was called, which ran until 4 a. m., on Saturday, August 29.

As a result of these negotiations, the following improvements were gained:

1. All salesmen, included Route Relief Salesmen in all categories, receive a \$20 per month increase in base salary and additional \$10 per month increase in base salary on the anniversary date of the agreement. Specialty Salesmen receive a \$50 per month increase in base salary.
2. A \$5 per month increase in car allowance.
3. Effective January 1, 1960, the individual's personal birthday shall be a contractual holiday.
4. The Hoffman Beverage Co. has increased its contribution to the Local 153 Welfare Fund to provide dental insurance for the salesmen.

In addition to the above benefits, the Hoffman Beverage salesmen will continue to earn 5 per cent commission on all canned beverages. This is the highest rate of commission paid to salesmen on canned beverages in the soft drink industry.

The salesmen unanimously ratified their new agreement. Negotiations were handled by Secretary-Treasurer Ben J. Cohan, Business Representative Don Roberts, Chief Steward Stanley Behr, Assistant Steward Henry Brause and Shop Stewards Joseph Fellingham, Fred Giaconia, Robert Gunther, Otto Schmitt, Carl Siversten and George Wilson.

Oakland, Calif.—A last-minute settlement at Contadina in San Jose brought average wage gains of \$50 per month to our 40 new members in their first union contract.

Retroactive to June 1, the increases ranged from \$25 per month to as high as \$80 for three members

Runners-Up in Big Contest



Taylor



Markey



Wiggins

Last month's "White Collar" announced that Grace Broderick, member of OEIU Local 53, had won \$1,000 and the title of "Miss Union Secretary of 1959."

Following is information on other OEIU members who placed third, fourth and fifth in the national contest.

Mrs. Willa S. Taylor, winner of third prize in "Miss Union Secretary" Contest. Mrs. Taylor is employed by American Newspaper Guild in Washington, D. C., and is a member of OEIU Local 2. She won a \$100 U.S. Savings Bond and a Remington portable typewriter.

Miss Mary Markey, winner of fourth prize in "Miss Union Secretary" Contest. She has been employed by New Jersey State Federation of Labor in Newark for past 15 years. Miss Markey is a member of OEIU Local 20.

Miss Mary Charles Wiggins, winner of fifth prize, is secretary at Alabama Labor Council, AFL-CIO, in Birmingham. A member of OEIU Local 18, she won \$50 U.S. Bond.

while maintaining the 37½-hour workweek. The wage scale provides for automatic salary increments based on tenure. The contract runs until August 31, 1960.

Contadina is the second cannery organized by Local 29, following the victory at Richmond Chase. The Contadina agreement closely follows the excellent pattern won at Richmond Chase but with one major gain. Richmond Chase has a 40-hour workweek, and the same monthly wage scale was won for Contadina with a 37½-hour week.

Cornell Paperboard Products

A significant breakthrough was effected in the traditional "40 Hours Personal Time" clause, peculiar primarily in the paper industry, during the recent contract negotiations between our OEIU Local 74 and Cornell Paperboard Products Company of Cornell, Wis.

Where time off for "personal, necessary and compelling reasons" is granted to white collar employees, in addition to sick leave and regular vacations, the maximum allowed is 40 hours or 5 working days. In negotiations this year, the maximum was increased to 56 hours or 7 working days.

In addition, general wage increases were gained in excess of the established 3½ per cent pattern. The vacation program reduced the 3rd weeks' requirement from 15 to 10 years and the contract's expiration date was changed by approximately two months.

Local 74's bargaining members included Harold Hurlburt, President, Lorraine Thon, Bernice Swanson, V. Knez and N. McEathron, assisted by Organizer Art Lewandowski.

D. C. ANDREWS

New York, N. Y.—One hundred and seventy-five workers at D. C. Andrews, one of the largest freight forwarders in the country, received an \$8 per week increase

as a result of the first contract negotiated by Local 153.

The agreement provides for a \$4 per week across-the-board increase, retroactive to April 6, 1959, and a \$4 per week increase on the anniversary date of the contract.

On April 1, 1960, new members will get the benefits of the Local 153 \$14 per month welfare plan.

Gaining the benefits of a union shop, the clerical employees will enjoy a 35-hour week. They previously worked 40 hours per week.

Their previous high of two weeks' vacation per year was increased to three weeks and the minimum clerical salary was set at \$60 per week.

Seniority protection in the event of layoffs and the routine seniority promotion provisions are included in the agreement.

The contract was negotiated by Business Representatives John Kelly and Charles Ponti and Stewards Mike McKenna, Ed Kantor, Bill Allen, George Sheckelton, Henrietta Perez, Murray Shenker, Edward Klebine and John Prendergast.

Pass along
this copy
to an unorganized
white collar worker

Coughlin Appointed As Delegate To I.L.O. White Collar Meeting

James Mitchell, United States Secretary of Labor, announced the appointment of Howard Coughlin, President of the Office Employees International Union, as a delegate to the Fifth Session of the International Labor Organization's Advisory Committee on Salaried Employees and Professional Workers which will meet in Cologne, Germany, November 23 to December 4, 1959.

This appointment was made as a result of the recommendation of President George Meany of the AFL-CIO.

President Coughlin has attended several previous sessions of this committee at Geneva, Switzerland.